

ICWES 14 in Lille, France, July 2008

By Brittany Zelman, American Association for the Advancement of Science

ICWES 14, the International Conference of Women Engineers and Scientists, will be held in Lille, France at the Polytech'Lille, University of Science and Technology (Lille 1) from July 15 to July 18, 2008, under the theme of *A changing world: New opportunities for women engineers and scientists*.



Keynote speakers include Zohra Ben Lakhdar of University Tunis el Manar and of Tunisian Society of Optics; Pauline Gagnon of Indiana University, USA; Judith Glover of Roehampton

University, London, UK; Johannes Klumpers, Head of Scientific Culture, and Gender, European Commission; Bettina Laville of France's Council of State; Martine Lapierre of Alcatel-Lucent, France; Nicky LeFeuvre of Toulouse University, France; Diane Riopel of Polytechnic Montreal, Canada; Pietra Rivoli of Georgetown University, Washington, DC, USA; Ulrike Roehr, Head of Genanet - focal point gender, environment, sustainability; and Patricia Vendramin of Work and Technologies Research Center, FTU, Namur, Belgium.

The ICWES 14 Organizing Committee include members of the Conseil National des Ingénieurs et des Scientifiques de France (CNISF), Association Française des Femmes Ingénieurs (FI), Association Femmes et Sciences (F&S), Association Femmes & Mathé-

matiques (F&M), Deutscher Ingenieurinnenbund E.V. (dib), Women's Engineering Society (WES), Mission Pour la Place Ses Femmes au CNRS, and INWES Board of Directors. Strategic Partners include European Commission (Seventh Framework Program) and Conseil Régional Nord-Pas de Calais.

Sponsors include INWES and Conseil Régional Nord-Pas de Calais. The Chair of the conference is Monique Moutaud.

For more information visit <http://www.icwes14.org/icwes14-en> or <http://inwes.org>.



Engineers Australia to Host ICWES 15 in July 2011 in Adelaide

By Marlene Kanga, Chair, National Committee for Women in Engineering, Engineers Australia

The National Committee for Women in Engineering (NCWE) and Engineers Australia will host ICWES 15 in 2011. This will be the first time that an international conference devoted to women in science, engineering, and technology (SET) will be held in Australia.

The proposed theme of ICWES 15 is *Women in Science, Engineering and Technology – Tomorrow's Solutions Today*. The conference will include a wide range of sessions designed to address different technologies including a possible session on climate change and

will examine gender issues and the challenges of attracting and retaining women in the SET professions.

ICWES 15 will be supported by the government of South of Australia and the City of Adelaide, and organized in partnership with the leading women's associations in SET in Australia and New Zealand.

Sponsors from leading companies around Australia are being sought. Technical visits are also being planned as part of the conference program.

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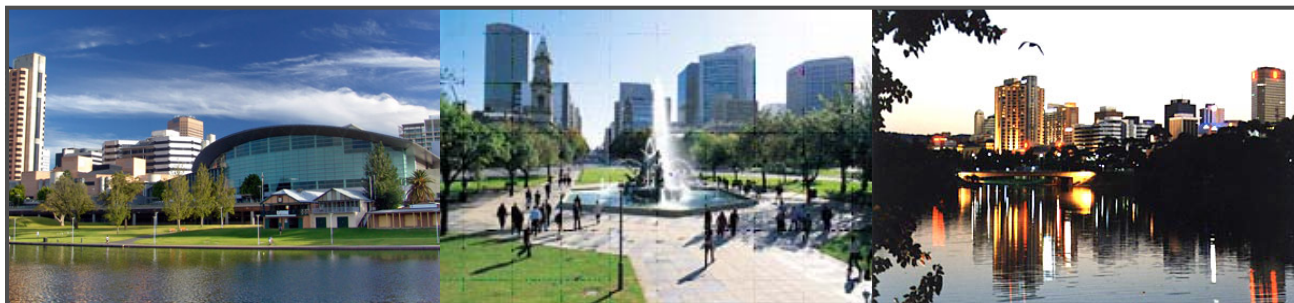


Engineers Australia is the major professional body for the country's engineers and is one of the world's most respected engineering organizations.

Engineers Australia (including students).

The NCWE is made up of representatives from Women in Engineering groups from every division of the association (a total of nine), covering all

The programs of the NCWE are intended to attract women of all ages to engineering careers, retain women in the profession, support women throughout their engineering careers and celebrate the achievements of women in engineering. Hosting ICWES 15 in



City of Adelaide

Engineers Australia has approximately 80,000 members comprised of engineers, associates, technologists, and students. Women engineers currently are less than 10% of the membership of

states and territories in Australia. The vision of the NCWE is that engineering is an inclusive profession which values, supports and celebrates the contributions of women in the engineering team.

2011 is consistent with NCWE's objectives.

Further information on Women in Engineering in Australia can be obtained from the website at www.engineersaustralia.org.au/wie.

INWES Approved as a UNESCO Partner!

From Report by Claire Deschenes & Pascale Dubé

At the 179th session of the Executive Board of UNESCO in April 2008, INWES was officially admitted into operational relations with UNESCO, by its Director-General, Mr. Koichiro Matsuura.

UNESCO has called for organizations and institutions to implement concrete actions worldwide for women and girls, to have access to education, especially in sciences, engineering and technology (SET).

As an official partner, UNESCO may invite INWES to participate as an observer at meetings of the Executive

Board Conference, meetings of its commissions, UNESCO's meetings if related to its field of expertise (STEM and gender related issues), different non-governmental organization consultations, and to the Conference of International Non-Governmental Organizations.

INWES and other organizations have already helped with the production of the UNESCO report *Science, Technol-*

ogy and Gender: an International Report.

INWES will continue to disseminate this report via its meetings and publications.

The UNESCO report can be located on the Internet at http://www.unesco.org/science/psd/focus/focus07/gender_rep.shtml.



Aspire - Assessing Women and Men in Engineering (AWE)



AWE and Society of Women Engineers (SWE) have joined forces to create new assessment tools, continuously improve existing products, and sustain the AWE Project long-term.

The SWE-AWE transition is supported by a grant from the USA National Science Foundation. SWE-AWE offers exportable assessment instruments, literature resources and capacity building tools for Women in Engineering and similar programs including surveys, data collection templates, capacity building tools and national benchmarking.

For more information visit the AWE site at <http://www.swe.org/awe>.



From Report by Anna Szemik-Hojniak, INWES Eastern Europe

The Regional Symposium on Women Scientists and Engineers of New European Union Countries and Eastern Europe was held in Wrocław, Poland in July 2007.

The symposium emphasized the need for: (a) the participation and advancement of women in science, technology, engineering and mathematics (STEM) to maintain a strong economy; (b) improved male and female scientists' and engineering professionals' intra-institutional cooperation; and (c) increased participation of East European women in international promotion of women scientists and engineers.

Symposium sponsors included the Ministry of Science and High Education, University of Wrocław Administration and the Faculty of Chemistry, City Council and President of Wrocław, Canadian International Development Agency, and the Natural Sciences and Engineering Research Council of Canada.

Seventy-one (71) participants from 22 different countries attended the symposium, including 10 from developing countries, 31 from countries in-transition, and 30 from industrialized countries.

Ninety-two percent (92%) of the attendees believe the symposium will help them when they returned to their community. Three-fourths or 75% said it will help them manage their career and career progression. Sixty-two percent (62%) believe it provided useful information on balancing their career and family responsibilities. Two-thirds (66.6%) claimed that the symposium provided them with some skills that



"Women Leading a Technical Revolution"
Baltimore Convention Center
Baltimore, MD
November 6-8, 2008

The Society of Women Engineers' National Conference is the event for career advancement and professional development.

Join us in leading the revolution!

For more information please visit the SWE website at <http://www.we08.org/index.php>.

2008 WEC Women's Forum Submission Deadline: August 15

The Women's Forum will be held during the World's Engineering Conference (WEC), December 2-6, 2008 in Brasilia, Brazil. The primary goal of the forum is to highlight and disseminate information about how women engineers serve societies worldwide, in areas such as politics, the economy, culture, and social responsibility.

The forum will include papers and exhibitions. The paper submission deadline is August 15, 2008. Submit to women-forum@wec2008.org.br.

For more information, please visit the WEC website at http://www.wec2008.org.br/forum_mulher/en/apresentacao.php.

INWES NEWS FROM AROUND THE GLOBE

Virtual Science Learning Centers to Empower Girls

From Report by Suriya Mayandi Thevar

Suriya Mayandi Thevar is part of a team from Annamalai University who is building a Virtual Science Learning Centre (VSLC) for female high school students. This project is a joint program between the university and rural schools in a tsunami affected region.

This program will empower female students who cannot afford to continue their school education. The objective is to build a university-based online support system through special coaching for female secondary students at Cuddalore District in Tamilnadu.

Passing the High School Certificate examination level is considered a stepping-stone for pursuing higher education and employment, and consequently the government of Tamilnadu is taking measures to provide free education to all female students.

However, there are a number of factors that limit education of females, including: (1) the availability of schools within the neighborhood, (2) the quality of teachers, (3) the level of motivation and coaching, (4) family support, and (5) prevailing social norms.

The project is building a university-centered village community network that promotes capacity and confidence

building as well as encouraging girls to take up science, mathematics and technical subjects. A team of women volunteers at Annamalai University, representing students and research scholars from the departments of mathematics, physics, chemistry, science and technology, and English, will develop web-based tutorial materials in the regional language and also in multi-media form.

The project includes three phases. In the first phase, the Pilot Phase, content

Trial Phase, the content and the computer-assisted learning will be introduced into three selected villages.

In the last phase, the Roll-out Phase, individual villages will be connected to the learning network.

The web-based learning setting supports question and answer, online discussion, bulletin boards, web courseware download and e-mail communication, thus supporting real time and non-real time interaction via the Internet.

Face-to-face tutoring is available on the weekends at all local learning community centers in the respective villages.

This project will also showcase how technology can be used as a strong catalyst for improving the academic interaction between student communities in the universities and the rural regions leading to creativity and innovation in the STEM.



Suriya Mayandi Thevar delivering a Colloquium Series of Lectures in the Department of Computer Science and Mathematical Sciences, University of Houston.

will be developed, partnerships will be cultivated, the availability of the existing delivery channels in one selected village will be arranged, and a proof-of-concept study for the implementation of the computer network link will be performed. During the second phase, the

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See the press release at <http://www.womenrunict.blogspot.com/>.

INWES NEWS FROM AROUND THE GLOBE



The Association of the Francophone Women in Sciences, Technologies, Engineering, and Mathematics (AFFESTIM) – News from Quebec and French Canada!

From Report by Claire Deschenes & Pascale Dubé

From October 8-10, 2008, AFFESTIM is hosting a conference on *The Key Issues for Sustainable Development: Democracy, Citizenship and Leadership* in Moncton, New-Brunswick, Canada. The conference will focus on (a) the key issues for women in STEM for sustainable development and (b) the key issues for women from Southern countries and third world countries for sustainable development.



exhibition *Physique de femmes* of the CNRS (National Center for Scientific Research) will be displayed during the conference, thanks to the MDEIE (Minister of Economic Development, Innovation and Export Trade). This exhibition includes 22 portraits of women.

During this conference, AFFESTIM will also launch its collective book about leadership, *Women's leadership in STEM*, recently published by the Presses de l'Université du Québec.

Under direction of Louise Lafortune, PhD, Education, Claire Deschenes, PhD, English, Marie-Claude William-

son, PhD, Geology and Pauline Provencher, this book gathers viewpoints from 21 researchers on the topic of women's leadership in STEM.

The authors highlight the obstacles, the improvements, and requirements needed for successful leadership by women, nationally as well as internationally.

The authors hope that an increasing presence of female leaders in the scientific field will incite more young women to choose STEM careers and that their example will convince them to continue their scientific career.

For more information visit: <http://www.affestim.org>.

The conference will include workshops, plenary lectures, and a round table. The

NIS-WIST - Korea

Funded by the Ministry of Science and Technology of the Republic of Korea, NIS-WIST was established in February 2005, under Article 14 of the Korean National Law on Recruiting and Supporting Women in Science and Technology, to aid women scientists, engineers, and other associated groups.

NIS-WIST will provide its constituents with high quality information and services on training, recruitment, and research on girls and women in science and technology.

NIS-WIST activities include development of case studies to contribute to the development of policies to support and

foster women in science and technology; education, training, and counseling for women in science and technology; and collaborations with business and non-governmental organizations.

For more information, please visit the NIS-WIST website at <http://www.wist.re.kr/engindex.jsp>.



INWES NEWS FROM AROUND THE GLOBE

Fellowship Program Aims to Open Doors for African Women in Agricultural Research

By Cathy Majtenyi

Nairobi 22 January 2008

An international agricultural research group recently announced a fellowship program to help African women who work in agricultural sciences to advance their careers. The program is based on two earlier pilot projects and aims to address the obstacles that African women face as they pursue post-graduate studies and subsequent academic and research careers. Cathy Majtenyi visited the program's head office in Nairobi and files this report for VOA.

In Africa, women do the bulk of the planting, harvesting, selling and other work in agriculture. Yet, on average, only one in five agricultural researchers in Africa is a woman. In Ethiopia and Malawi, it is only one in ten.



African women do the bulk of agricultural work

The Consultative Group on International Agricultural Research, or CGIAR, in Nairobi, Kenya wants to change that. It has launched a four-year, \$13 million fellowship program, funded by the Bill & Melinda Gates Foundation, which aims to help 360 women scientists in several African countries to overcome obstacles in their careers.

"Between 60 and 80 percent of women actually do the work in agriculture -- they do the farming -- and yet their voices are not necessarily being heard,"

says Helga Recke, who is senior adviser of *CGIAR's Women in Science* program. Recke says women tend to attract money for research in areas necessary for development, areas not often popular among men -- food production, urban vegetable production and the use of indigenous vegetables. She explains that the fellowship program has three core components -- mentoring by senior scientists, leadership training, and participation in research internships and scientific conferences. This is good news for Mabel Imbuga, Deputy Vice Chancellor of Academic Affairs at Jomo Kenyatta University of Agriculture and Technology.

She remembers a time when it was rare -- even unacceptable -- to see women in science classes and laboratories, "A woman's place is in the kitchen to begin with. A woman has a certain cause that they should do, and the way your parents also bring you up -- if your parents bring you up in a certain way, then you, for example, go in for

home science, you go in for teaching, you go in for those less challenging jobs," Imbuga recalls of former cultural norms.

Imbuga mentors women researchers in the pilot projects that form the base of the fellowship program.

Food scientist Charity Mutegi is one such researcher. She says, "I got an

opportunity to go to India and spent some time in the lab learning the Eliza technique, which is what we usually use for aflatoxin testing. Since I plan to build my career in that area, that was an opportunity for me in a lifetime."



Mabel Imbuga

Mutegi's mentor is Richard Jones, an assistant director in the International Crops Research Institute for the Semi-Arid Tropics in Nairobi. He says, "I think female students need more continuous encouragement because I think they do suffer from setbacks whereas probably that is not the case with the male students."

Organizers of the fellowship program say that with more networking opportunities, confidence and skills development, African women researchers will continue to grow in numbers and impact.

From Voice of America Web site - <http://www.voanews.com/english/archive/2008-01/2008-01-22-voa66.cfm>.

For more information on the African Women in Agricultural Research and Development visit <http://www.genderdiversity.cgiar.org/>.

INWES NEWS FROM AROUND THE GLOBE



Women's Forum Held at Center for Advanced Studies in Engineering (CASE) Pakistan

From Report by Durdana Habib

A Women's Forum was held at CASE in Islamabad, Pakistan in August 2007 with over forty participants from academia and industry. Dr. Judith Sutter, Professor at the Argosy University, USA was the lead speaker at the women's forum. Currently she is teaching a course *Industrial Psychology and Sociological Aspects in Technical Organizations* to engineering management students at CASE. Her PhD is in cross cultural psychology and psycho-anthropology.

concern emerged. The first and most common issue was that of raising awareness.

Specifically, participants identified the following as areas for improvement: (a) raising awareness through publications, cartoons, and jokes; (b) completing a needs assessment through questionnaires and surveys; (c) printing up flyers for creating public awareness of gender issues; (d) involving the media through outreach; and (e) conducting seminars, workshops and peer support meetings.

The second main issue identified was at the level of policy as it pertains to discrimination. Ways for improvement include: (a) providing better identifications of job descriptions for women; (b) implementing improved and relevant policies; (c) relaxing age restrictions for women opting for jobs; (d) delegating complex tasks to girls without discrimination; and (e) providing clearer job descriptions and a gender policy.

The third issue was that of facilities. The participants noted a need for the following: (a) separate common rooms; (b) day care centers; (c) security; (d) commuters pick and drop; (e) separate washrooms; and (f) ergonomics.

Upon conclusion, participants agreed that a formal networking group with

regular meetings, both virtual and physical, should be established. Business cards were exchanged, emails collected, and new friendships formed.

The participants included professionals from industry, including software and



Dr. Saeeda, Vice Chancellor-Fatima Jinnah Women's University

wireless companies, the banking sector, public and private sector companies, and several educational institutions. The participants appreciated the value such forums add to building networks of professional women. Two different companies offered to sponsor the next event.

Durdana Habib highlighted the importance of such forums to networking women professional and thanked the CASE management.

Habib is a member of the Board Directors of the International Network of Women Engineers and Scientists (INWES) and President of the International Organization of Pakistani Women Engineers, Islamabad chapter.



Participants pose for a photo with Sutter and Habib (center first row)

The forum discussed the following three issues: (1) ways that men and women can be sensitized about gender issues; (2) strategies to empower women through all stages of their professional lives; and (3) where to go from here.

Responses were solicited from small work groups and three main areas of

About INWES

By Monique Frize, President

INWES, the International Network of Women Engineers and Scientists, is a global network of organizations of women in STEM (Science, Technology, Engineering, and Mathematics), reaching over 40 countries worldwide. INWES was incorporated in Canada in 2003 as a not-for-profit corporation. It is run by a Board of Directors: twelve Directors represent organization members, three represent corporate members, and three represent individual members. Individual members are normally from areas where there are no organizations, and they are encouraged to create small associations in their locality within a reasonable period of time.

The Vision of INWES is -- *To build a better future worldwide through the full and effective participation of women and girls in all aspects of Science, Technology, Engineering, and Mathematics (STEM).*

INWES covers eleven regions around the world: North America; South and Central America and the Caribbean; Western Europe (including Israel and Turkey); Eastern Europe (including Russia); French speaking Africa; English speaking Africa; Middle East; Central Asia (including India); Southeast Asia; Far East Asia; Australia, and New Zealand.

The idea for the organization was first developed at the UNESCO World Science Conference in 1999. Monique Frize, Claire Deschênes, and Moyra McDill, with a grant from UNESCO, took the initiative and organized a meeting to discuss the creation of INWES. This meeting took place in Merrickville (near Ottawa) in May 2001, attended by twenty women from all over the world. The goal of this meeting was to develop a network that was based on the International Conference of Women in Engineering and Science (ICWES), which was established in 1964.

The official establishment of INWES took place in July 2002 at ICWES 12 in Ottawa. Specific objectives include information sharing, networking, advocacy, and developing global

and regional projects. Major activities include overseeing and documenting the ICWES conferences; co-organizing INWES regional workshops; research on females and science and technology; assistance with creating women in science and technology associations; and maintaining a web portal for communications and dissemination of resources.



Monique Frize, INWES President

The connection between women across the globe is sustained through the INWES web portal. The INWES web portal includes and intranet for member registration and other resources; resources and statistics on enrollment and degrees in engineering and science from several countries; a tool on women in developing countries; and ICWES proceedings from 1964 to today.

In June 2008, INWES had 38 individual members, 28 organizational members, and a corporate member. INWES is principally a network of organizations. We encourage individual members to create organizations in their regions and have a manual on why and how this can be done.

For more information on INWES, visit the website at <http://www.inwes.org>.

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